

Health, Safety and Welfare Policy

Policy Statement

Health and Safety is at the heart of everything we do and is part of our values – **putting Health and Safety first.**

This Policy is issued with a reminder that it is drawn from, and applies to, our Health & Safety Management System and Arrangements which are based on the requirements of legislation, regulation and ISO45001. It is intentionally made simple. Further detail is available on the Dardan Staff extranet and/or from your Line Manager, Directors, or the ESG and Compliance Manager.

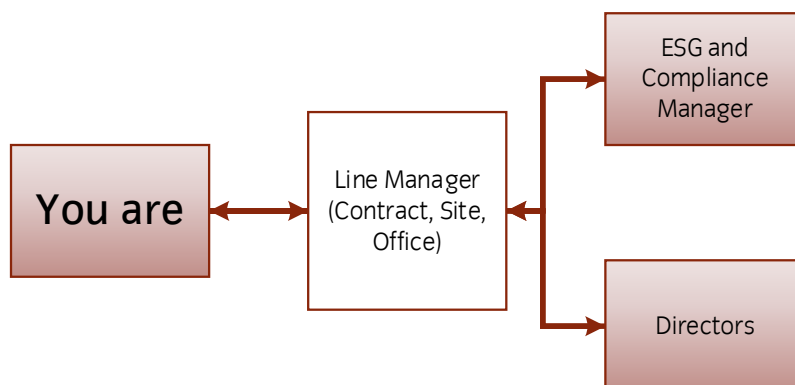
What are we trying to achieve?

We are aiming to keep our people safe and effective at work by:

- Eliminating known hazards and risks (as far as practicable) in workplaces; and, through communication with our work teams, identify and control new ones as they arise.
- Meeting legislative, regulatory responsibilities, obligations and standard/code of practice requirements.
- Reducing risks to negligible or acceptable levels through: effective safety management; information, and instruction where required.
- Consulting with all employees on aspects of workplace safety, policies and procedures to encourage engagement and commitment.
- Providing and maintaining safe equipment, materials, methods, and systems of work.
- Training, informing and supervising employees to ensure safe and competent working.
- Prevention of accidents, ill health and stressors as far as practicable.
- Promote a positive culture, understand and improve the health and wellbeing of staff.
- Reviewing and continuously improving our processes and methods of working through the setting of objectives, internal audits and Management reviews

We ensure competent safe working through prescribed processes of personnel selection; and mandatory Industry, company, and worksite training.

Who is responsible for Safety?



Our aims and goals

- Risk assessments are reviewed at least annually and detail risk and control measures. Site safety report conducted quarterly to review the site welfare and risks
- Health and safety reports which incorporates a toolbox talk are completed, published onto the staff extranet and communicated to all employees to read every month
- All generic risk assessments and toolbox talks will be available on the staff extranet for staff to refer to and read at any time
- Staff health and safety forums will be held quarterly for all staff to participate in to proactively shape the companies' health and safety practices
- Site training and refresher training will be completed with staff at least annually
- To achieve no lost time incidents or RIDDOR cases
- To consider an accident at work is something extraordinary and will be fully investigated
- Lone worker calls are maintained and missed communication is given the appropriate response
- Management are trained to IOSH Managing Safety accreditation and Supervisors complete a Health and Safety awareness course
- Staff have access to communicate concerns through Safety Intervention Reporting
- Mental Health Awareness training is provided to Management and awareness training is provided to staff. Mental Health First Aiders are appointed and trained
- Increase safety training presentations for all staff to access and view
- Driver risk profile assessments and ongoing driver awareness training is provided along with driver behaviour monitoring to increase driver efficiency and safety
- To create a team of 'Safety Champions; to help promote a positive safety culture and shape health and safety policies
- Use technology to improve support and awareness for health and safety to our employee, customers and the general public
- To communicate and learn from incidents, increasing knowledge and reduce the risk

Everybody has a responsibility for Safety, for themselves and others, in four main ways:

1. Follow instructions and obey signage; ask for help if anything seems unclear
2. Take responsibility: correct defects (e.g. clear trip hazards don't just report them); report all unsafe conditions and/or activities; and, accidents and incidents, to your Line Manager
3. Be active: participate fully in site safety meetings and training
4. Expect the risk to be present, always 'Take 2' to assess your task and surroundings before completing

Signed:



Mark Duffy – Chairman

Dated 8th January 2024